



TALENT COLLECTIV
OUTSOURCED SOLUTIONS

FAQs.

PRICING & CONTRACTS

>> What is your pricing structure?

We offer two embedded services: **360° Recruitment Consultants** and **Embedded Talent Acquisition (TA) Consultants**. We also offer **Talent Acquisition Advisory Services**.

- **Embedded 360°** - fixed monthly price depending on experience plus commission in line with what your onshore consultants receive. 12-month rolling contract
- **Embedded TA Consultants** - offered in three pricing tiers based on the level of experience required. All embedded contracts are on a rolling 12-month basis.
- **Advisory** - charged at a daily rate.

If you have a short-term project or expect a spike in vacancies, let us know—we'd be happy to discuss a tailored solution.

>> Can we trial your services before committing to a long-term contract?

No, we typically work on a rolling 12-month contract.

>> How does an offshore Embedded TA offering at Talent Collective compare to traditional recruitment agencies in terms of cost?

Our embedded model is designed to be more cost-effective than traditional agency fees, offering a scalable, long-term talent solution that integrates seamlessly with your business. You will save in the region of 40-50%.

>> How does an offshore Embedded 360° recruitment offering at Talent Collectiv compare to traditional onshore hiring in terms of cost?

An offshore Embedded 360° recruitment offering at Talent Collectiv typically saves at least 25% compared to traditional onshore hiring. By leveraging experienced offshore recruitment consultants who seamlessly integrate with your business, you eliminate employment risks, hidden expenses such as ongoing training, performance management, compliance fees, and equipment costs, as well as fixed overheads. This enables you to scale revenue-generating teams more sustainably and efficiently.

>> Are there any hidden costs in your pricing structure?

No, our pricing is transparent. We agree on costs upfront based on the level of service required, with no hidden fees or unexpected charges.

PROCESS

>> What's the process and timeline for receiving embedded 360° Consultants / embedded TAs into our business?

We aim to make the process as straightforward as possible. Timescales vary, depending on the number of consultants you want to embed. Once terms and SLAs are agreed, we'll work to embed them into your business according to your preferred timeline – whether it's a single consultant or an entire squad. Call us to discuss your particular needs.

>> What ongoing support do clients receive during the embedding process?

We provide comprehensive support throughout the embedding process, including:

- Dedicated Account Manager - a single point of contact to oversee the process and address any issues.
- Regular Performance Reviews - ongoing check-ins to ensure alignment with your hiring goals.
- Flexible Scaling - adjust the size and focus of your embedded squad based on business needs.
- Continuous Improvement - strategic guidance to refine and optimise your talent acquisition strategy over time.

>> What if someone isn't meeting our expectations?

We prioritise regular communication to address performance feedback promptly. If a consultant isn't meeting expectations, we'll work with you to resolve the issue and, if necessary, rotate another consultant into your business to ensure the right fit.

>> What if we want to scale up or down the number of TAs you provide?

We offer flexible scaling options. If you need to adjust the size of your embedded squad, we'll work with you to increase or reduce capacity based on your business needs, ensuring a smooth transition with minimal disruption.

>> What are the benefits of using embedded offshore recruitment consultants?

Embedded offshore consultants allow you to scale revenue-generating teams more efficiently by reducing costs, minimising employment risks, and eliminating hidden expenses like training, performance management, and compliance fees. You'll maintain quality and control while benefiting from long-term cost savings.

>> How does Talent Collectiv ensure quality in its offshore recruitment consultants?

Our consultants are highly experienced, rigorously vetted, and trained to match your company's standards. They operate as an integrated extension of your team, ensuring a high level of service and consistency in the recruitment process.

EMBEDDED 360° SERVICE OFFERING

>> What is the Talent Collectiv 360° recruitment model?

Our 360° model provides embedded offshore recruitment consultants who handle the entire hiring lifecycle - from sourcing to onboarding. These consultants seamlessly integrate into your team and operate under your brand, delivering a full-service solution without the need for onshore hires.

>> What kind of cost savings can I expect?

On average, companies experience a 25% or more cost reduction compared to traditional onshore hiring. These savings come from lower overheads, reduced training expenses, and streamlined performance management.

EMBEDDED TALENT ACQUISITION SERVICE OFFERING

>> We don't have a TA function in our business. Can you help us set one up?

Yes, absolutely. We provide end-to-end solutions, from strategic advisory and setup to full implementation and ongoing management of your TA function.

>> Will we still need to engage with recruitment agencies?

Our goal is to significantly reduce your reliance on recruitment agencies. While we can't guarantee you'll never use one again, any need for external agencies is usually due to capacity challenges. In such cases, we can explore scaling up your embedded squad on a short-term basis while working with you to refine your long-term hiring strategy.

>> **How is the Talent Collectiv model different from other offshore recruitment solutions?**

Unlike traditional offshore models that focus solely on fulfilment, our embedded approach integrates consultants fully into your business operations. They act as true partners, driving both client acquisition and candidate delivery while maintaining a high level of accountability and performance.

INTEGRATION

>> **How do you ensure full integration with our business?**

We focus on seamless integration through:

- **Tailored Onboarding** – We align our consultants with your business processes, culture, and goals from day one.
- **Dedicated Account Manager** – A single point of contact to ensure smooth communication and alignment.
- **Regular Check-ins** – Ongoing performance reviews and feedback sessions to track progress and adjust as needed.
- **Technology and Systems Alignment** – Our consultants are trained to work with your existing systems and tools.
- **Cultural Fit** – We match consultants based on experience and cultural alignment to ensure they integrate smoothly into your team.

>> **What if we are based in a different time zone to Cape Town?**

That's not a problem—our embedded offshore consultants will adjust to your local time zone.

SECURITY, PERFORMANCE & INDUSTRY EXPERTISE

>> **How do you ensure data security and confidentiality?**

Our consultants follow strict data security protocols and comply with GDPR (General Data Protection Regulation) and POPIA (Protection of Personal Information Act), as they are based in South Africa. We work within your existing systems to maintain security and confidentiality, ensuring compliance with all relevant data protection regulations applicable to your business.

>> How do you ensure client confidentiality?

We take client confidentiality seriously. All our consultants adhere to strict confidentiality agreements and comply with GDPR (General Data Protection Regulation) and POPIA (Protection of Personal Information Act). We work within your existing systems, ensuring sensitive data is handled securely. Additionally, we provide ongoing compliance training to our consultants to uphold the highest standards of confidentiality and data protection.

>> How do you measure the success of your embedded consultants?

We track key performance metrics, including time-to-hire, quality of hire, and hiring manager satisfaction. Regular performance reviews ensure we continuously optimise your hiring process.

>> What industries do you specialise in?

We have experience across multiple industries, including tech, finance, healthcare, and more. Our consultants adapt to your sector-specific needs and hiring challenges.

>> How do we get started with Talent Collectiv?

Getting started is simple. After an initial consultation to understand your hiring needs, we agree on terms, service levels, and timelines. From there, we embed our consultants into your business, ensuring a smooth transition.